Teamsters Local Union 705

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AFL-CIO

1645 WEST JACKSON BLVD • CHICAGO, ILLINOIS 60612 • Phone: (312) 738-2800 ® 458

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Dear Member:

Our strike on December 9th was a great display of union solidarity - and a success. Local 705 members stood strong. We want to thank each and every one of you who supported the strike.

The strike severely disrupted UPS operations, and like the 1997 national strike, got widespread and favorable coverage in newspapers and TV. It is clear that the public still understands and supports our important issues. And most important - **IT WAS AN ENTIRELY LAWFUL STRIKE.**

That's right: this is exactly the same situation that occurred in 1995. We struck UPS then, and they took us to court, charging us with the same so-called violations of the law. A Federal Judge ruled that our strike was legal then - and the courts will rule that it was legal this time, too.

The strike is legal because we have the proof that over 450 grievances charging supervisors with doing our work were "settled" by UPS, with management saying they would stop violating the contract. But supervisors continue to do our work, over and over. We estimate that each supervisor works an average of 20 minutes a day on bargaining unit work. Think of all the jobs - full time and part time - which could be created if management obeyed the contract rules.

We complained to UPS about this countless times. We warned them repeatedly that we would strike if supervisors continued to do Teamster work. UPS knows that their refusal to live up to grievance rulings is cause for a strike. UPS knows that a Federal Judge upheld our right to strike in the 1995 job action, which was over the exact same issue. Our responsibility is clear: when the grievance procedure is ignored - **WE HIT THE BRICKS!**

Local 705 Teamsters have a protected right to honor a picket line. Most of our members exercised that right. Do not be intimidated by management's threats and lies about this important right. UPS knows that the strike was legal, so now they are trying to scare you. Don't buy it! They made the same threats in 1995 and nobody was fired because we protected our members. We will always protect our members. Do not let UPS break the ranks of the members that struck to protect your rights on December 9th. Stand strong and we will win!

With deep thanks for your help and solidarity,

Donald Zero — Secretary-Treasurer

John McCormick — President

Joint Council No. 25

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

WILLIAM T. HOGAN, JR., *President*

TONY JUDGE, *Vice President*
ROBERT B. BARNES, *Secretary-Treasurer*
JOSEPH L. GOLDSTEIN, *Recording Secretary*
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JOHN THOMAS, *Trustee*
THOMAS L. CUSTER, *Trustee*

1645 WEST JACKSON BOULEVARD • CHICAGO, ILLINOIS 60612 • PHONE (312) 421-2600 • FAX (312) 421-1227

November 19, 1998

THIS IS NOT APPROVAL FOR OUT-OF-WORK BENEFITS. IF STRIKE ACTION IS TAKEN PRIOR TO INTERNATIONAL APPROVAL, YOUR MEMBERS WILL NOT BE ELIGIBLE FOR BENEFITS IN ACCORDANCE WITH ARTICLE XII, SECTION 13, OF THE INTERNATIONAL CONSTITUTION.

Local Union No. 705

Re: UNITED PARCEL SERVICE

Dear Sir and Brother:

Based upon the facts as they have been presented by your Local, Joint Council No. 25, Chicago, Illinois, recognize the proposed strike and/or picketing activities of Local Union No.705, I.B. of T., Chicago, IL, concerning United Parcel Service and any other Local Unions which may become involved, involving 11,000 workers, as being consistent with the provisions of the International Constitution and the by-laws of the Joint Council, but only to the extent that such activities will be carried on in strict compliance with the applicable laws. This action is not, and shall not be construed as an acknowledgment that either the Joint Council, the International Brotherhood of Teamsters, or any other Local Union is a party to the Local Union's dispute; or that they have authorized or ratified any activities in connection with such dispute; or that they have designated Local Union No. 705, its officers, employees, agents, or members as agents of the Joint Council or International Brotherhood of Teamsters or that any of those organizations are acting as agents of the Local Union.

The recognition of the Joint Council is not to be taken as an equivalent of, or a substitute for, approval of an application for the payment of out-of-work benefits during the strike or lockout. Any such approval must be obtained through the separate procedure described in our International Constitution, and the filing of "Request For Out-of-Work Benefits" form.

Fraternally yours,

Tony Judge, President

Robert B. Barnes, Secretary-Treasurer

TJ/RBB/jm
xc: Int'l Brotherhood of Teamsters
Joint Council No. 25

TOTAL P.05

Convoy Dispatch Dec. 95 / Jan 96 #146

UNITED PARCEL SERVICE

Over 100 Grievances Filed

Local 705 Strikes Over Supervisors Working

Friday the 13th proved a very unlucky day for management at UPS facilities in Willow Springs and Bedford Park, Ill. At 2 a.m. on a balmy mid-October night, hundreds of UPS workers in Local 705 took Buster Brown out on strike for seven hours in a bitter, ongoing dispute over the use of supervisors in performing bargaining unit work.

UPS is ignoring agreements they've made in over 100 grievance decisions where they pledged to stop using supervisors for Teamster work. The union filed an unfair labor practice (ULP) charge with the NLRB, but the company didn't bat an eye.

After months of stalemate the union decided they had seen enough. The secret move to strike the company caught UPS flatfooted and in the words of one member, "shut 'em down cold." The right to strike over noncompliance with grievance decisions is in the Local 705 UPS agreement as well as the national UPS agreement.

Support for the strike was overwhelming as part timers, mechanics, drivers and others refused to cross the line. John McCormick, president of Local 705 and a leader of the strike, said the "rank and file were extremely happy to strike over the issue. Management thought Willow Springs was their new playground and they could just walk over people. The members showed them otherwise." Since the local came out of trusteeship under an elected reform leadership earlier this year, tensions over contract issues have escalated.

UPSers arriving at work under the watchful eye of management were told the picket line was an illegal strike and that they should cross the line or be fired. When one brother, his knees knocking, asked what would happen if he did cross, a group of strikers told him, "You're buddies won't talk to you for 10 years." Despite a few butterflies, he and nearly every worker refused to cross the line.

The strike ended at 9 a.m. At 2 p.m. UPS attorneys were still shuffling papers in court trying to get an injunction, claiming the strike was still going on! They have also filed suit against the union for damages.

By the end of the weekend and since then, UPS has curtailed their use of supervisors and also cut back on using part timers to do shifter work, another major contract issue that remains unresolved. UPS is also trying to discharge four stewards at Willow Springs. The Local 705 contract, as with the national agreement, has an innocent till proven guilty clause so the four are all still on the job as they go through the grievance process.

The book is still open on the grievances, the firings, and the shifter issue. The district manager seems committed to a hard line, keeping both management and workers on edge. One thing seems certain—we haven't seen the end of this yet.

A UPS strike wouldn't be complete though without a little politics. Local 710 president James Ramirez, who bagged $290,000 in 1994, gave a stunning display of non-solidarity when he told some feeder drivers that it was okay to cross the picket line if the supervisor drove the truck out the gate! When management tried this, the strikers simply moved their picket line back to surround the truck. Ramirez finally relented and supported the strike.

UPS Management Says:

With Team Concept, Who Needs a Union?

If any UPS Teamster is still unsure of what lies behind UPS's new Team Concept and stock ownership programs, Seattle District Manager Rich Bein has confirmed what many of us feared. "Cooperation and teamwork," he tells us, are a better alternative to the Teamsters union.

letter laden with anti-union terminology District Manager Rich Bein tells the clerks, "The key to facing these competitive challenges is cooperation and teamwork the kind that comes from working directly together to resolve issues and overcome obstacles. That's why we are restructuring UPS

Ontario, Calif., Local 63

Teamsters Strike to Organize Audit Clerks

UPS Teamsters in Ontario, Calif., walked out for three hours on Oct. 31 in support of a recognition strike to bring about 70 new workers into the union. The strike ended when management finally agreed to meet to discuss union recognition.

Local 63 secretary-treasurer Randy Cammack told us, "We're determined to win" bargaining rights for the UPS workers, who are involved in transhipping UPS packages to overseas locations, "even if we have to resume the strike." UPS presently uses part timers for much of the work.

UPS management refused to even meet on the issue before the walkout. Then after the walkout they filed a lawsuit against the International, Local 63, and Cammack. Only when Local 63 told them they would not even meet with UPS, and would resume the strike, did UPS dismiss the lawsuit.

The 70 workers in Southern California are the tip of the iceberg. UPS has somewhere around 1,000 doing this kind of work at hubs around the country, and overseas shipments are gradually increasing.

Local 63 members report good solidarity on the strike line, including from Local 396 drivers and business agents. They are ready to strike again – during peak season – if necessary to win justice and union protection for the audit clerks.

UPS & Downs

Brown Dog News

News and Information for Chicago UPS'ers December 1998 Issue 1

Members Take A Bite Out Of UPS

Brownie wants all UPS'ers to know how great it feels to finally get UPS management's attention. While UP$ is making over a **billion in profit** this year they keep violating the contract by working supervisors. This takes away our opportunity for the full time jobs UPS promised us.

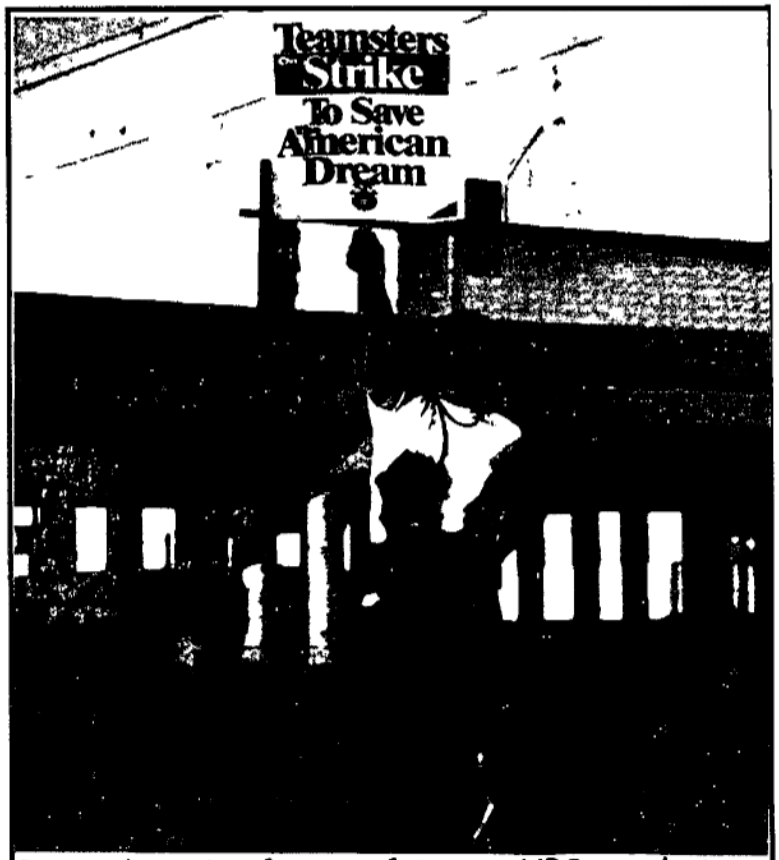
UPS has also refused to provide much needed information regarding our case for the full time jobs slated for arbitration. What are they trying to hide?

In any event, now upper management is talking. What will be the outcome rests on one thing. The threat of more job actions in the next few days. We know this and so does UPS. That is why your supervisor has been spreading all sorts of lies and stories to try to get you to agree not to strike again if necessary.

So, if you want to see UPS follow the contract and live up to their promises to stop doing our work, we need to keep the pressure on.

Let your supervisor know that you are ready to take further action if necessary.

Of course, it would be better for the customer, the company and all employees if UPS would just stop screwing around and agree to stop doing our work and give us the full time jobs we were promised. Everyone would have a much better holiday and UPS would be doing the right thing with their billions.



Remember, its for our future. UPS needs to do the right thing! We demand Supervisors stop working - We Need Full Time Jobs NOW!

Picket Line Basics For Teamster Members at UPS

- If you see a picket line up as you come to work, **don't cross the line.** Park in a safe and legal place. Talk to the line captain who will tell you what is going on. Ask the line captain about joining the line.

- If you are on the clock and you encounter a primary picket line, don't cross. Stop and ask for the line captain. He or she will direct you to a safe location to park your vehicle. You should contact dispatch or your manager to tell them there is a picket line and you are not crossing. Ask them what they would like you to do other than cross the picket line. **You do not have to cross or work behind a primary picket line.**

Teamsters 705

- If you are on the clock and working in a facility when a picket line goes up, you have the right to stop working and leave. As soon as you can safely stop work, you should do so and join the picket line. The work you are doing is struck goods and **you do not have to handle struck goods.**

- If you are on the clock and leaving with a company vehicle when there is a picket line up, **you have the right to not cross the line.** You should stop work and join the line. If management takes the vehicle across the line, the work is still struck goods and you have the right to **refuse to drive the vehicle.**

Be Prepared

Solidarity is what wins a strike. We support others so they will be there when we need them. An injury to one is an injury to all!

Lies, Rumors, Scare Tactics, Blah, Blah, Blah.

Have you heard the latest? UPS managers have been very busy. Busy spreading all kinds of wild stories designed to destroy your solidarity with other members and break the Union. Think about it. The strike on December 9th was designed to get UPS' attention to force them to get serious about our issues, and of course it was totally legal. UPS knows they got whipped by the members and they don't want that to happen again. So, they have cranked up their propaganda machine in an effort to misinform, confuse and cause doubt in the minds of members. Since this is an obvious campaign by management to undermine the Union, members need to see it for just that. We urge all members not to believe or spread rumors. If you want the facts, call the Union Hall. After all, who's looking after your best interests, UPS or the Union?

Teamsters Local 705

UNION STRIKE VOLUNTEER

Call me! I'll be there to help.

Name: _____

Address: _____

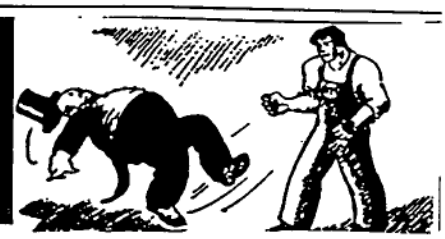
City, State, Zip: _____

Phone: _____ Pager: _____

☐ Part Timer ☐ Full Timer ☐ Alt. Steward

Clip and give to your Union Steward

Brown Boxer



"USE THE UNION'S POWER"

A Response to Noel Massie

During the Christmas break many of us received a letter from UPS concerning our 8-hour job action on December 9, 1998. The letter signed by Noel Massie, or other Chicago-area District Managers, is another attempt by UPS to sow confusion and division in the ranks of our union. This letter is to respond to UPS's attack on our union and our right to strike.

Despite UPS's attempts to label our strike as illegal and irresponsible, the fact was that our strike was entirely legal and absolutely necessary to defend the integrity of our contract, that UPS has trampled on over the last year. Our right to strike was upheld by the U.S. District Court last Fall despite an incredibly expensive law suit that UPS ultimately lost.

Why Strike? While UPS seems totally bewildered by why our union called a strike against them. The real issue is why they didn't see it coming - the issues have been laid out clearly before them for the last six months. The union has 450 grievances over supervisors doing our work that UPS agreed to comply with but continues to violate every day. Ultimately our grievances have to backed up by real muscle or UPS would eventually tear-up our whole contract.

While Massie and other District Managers seem concerned about the consequences of strikes on UPS's customer base the fact is that the strikes in August, 1997 and December, 1998 were provoked by UPS! Their "last, best, final offer" in the summer of 1997 would have stolen our pension, forced us all into HMO's, sub-contracted out thousands of full-time jobs and created no new full-time jobs. Clearly our 1997 strike stopped this nightmare from being imposed on us and we won the best contract we've had in twenty years. The recent job action was to protect what we had won.

UPS say that it is possible to be a good UPSer and a good Teamster at the same time. The real question is who is protecting the interests of the workers at UPS? Not UPS management! UPS have assaulted and fired our stewards. They unilaterally "nullified" the full-time jobs provisions of our contract despite making record profits this year. What will they nullify next? Clearly, protecting their business means boosting their profits at the expense of our contract.

It is only by building a strong, active union that we can protect ourselves and our families.

In Solidarity,
The Brown Boxer